

(19) World Intellectual Property Organization  
International Bureau(43) International Publication Date  
10 May 2001 (10.05.2001)

PCT

(10) International Publication Number  
WO 01/33421 A1(51) International Patent Classification<sup>7</sup>: G06F 17/30,  
17/605509 River Road, Fredericksburg, VA 22407 (US).  
GIBBS, Roselle; 221 Twin Lakes Drive, Fredericksburg,  
VA 22401 (US). MORGAN, Richard, W., III; Apartment  
T1, 6603 Bonnie Ridge Drive, Baltimore, MD 21209 (US).  
GLAUSER, Aaron; 2509 Congreve Court, Herndon, VA  
20171 (US).

(21) International Application Number: PCT/US99/29221

(22) International Filing Date:  
10 December 1999 (10.12.1999)

(25) Filing Language: English

(74) Agents: LINK, Jonathan, D. et al.; Hunton & Williams,  
1900 K Street, N.W., Washington, DC 20006 (US).

(26) Publication Language: English

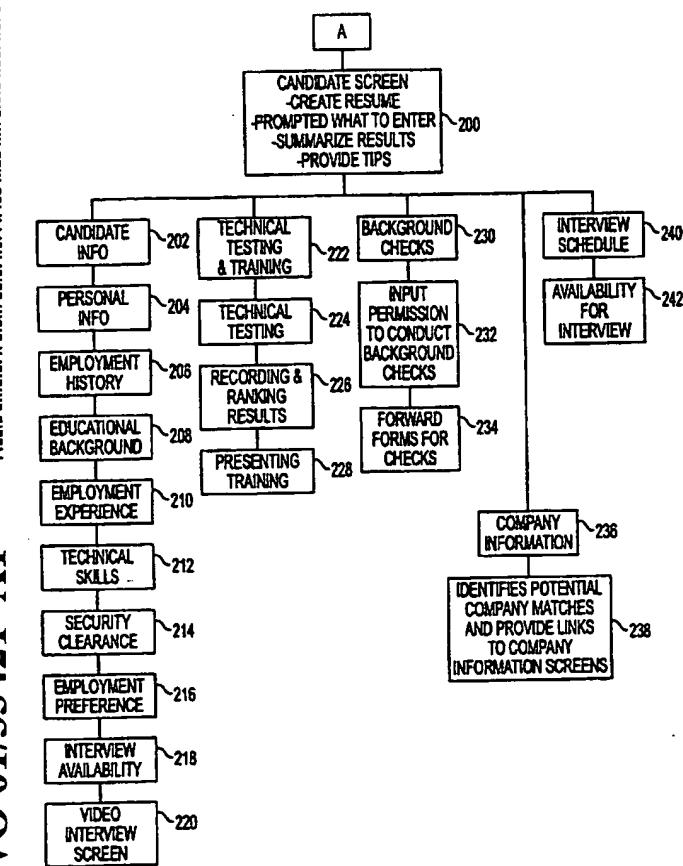
(81) Designated States (national): AE, AL, AM, AT, AU, AZ,  
BA, BB, BG, BR, BY, CA, CH, CN, CR, CU, CZ, DE, DK,  
DM, EE, ES, FI, GB, GD, GE, GH, GM, HR, HU, ID, IL,  
IN, IS, JP, KE, KG, KP, KR, KZ, LC, LK, LR, LS, LT, LU,  
LV, MA, MD, MG, MK, MN, MW, MX, NO, NZ, PL, PT,  
RO, RU, SD, SE, SG, SI, SK, SL, TJ, TM, TR, TT, TZ, UA,  
UG, UZ, VN, YU, ZA, ZW.(30) Priority Data:  
09/432,148 2 November 1999 (02.11.1999) US

(71) Applicant: CLICK2HIRE, L.L.C. [US/US]; 1380 Central Park Boulevard, Fredericksburg, VA 22401 (US).

(72) Inventors: LONG, Alan, H., Jr.; 5509 River Road, Fredericksburg, VA 22407 (US). LONG, Denise;

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(54) Title: SYSTEM AND METHOD FOR MATCHING A CANDIDATE WITH AN EMPLOYER



(57) Abstract: A system and method for matching employers and candidates is described. A candidate may provide candidate information to create a candidate summary (202). Further, a candidate may be tested on technical skills (224), where the results of the tests are scored and recorded (226), and the candidate is offered skill training based on the results of the tests (228). A candidate may further authorize background checks to be performed (230), and may note interview availability (242). Employers may input employer criteria for selecting a candidate (236), and candidate summaries may be presented to the employer, allowing the employer to review information about a candidate (238). An employer may arrange an interview with a candidate through the present invention (310), where engaging a candidate (312) and transmitting employment contract documents (314) between the employer and the candidate is facilitated.

WO 01/33421 A1



(84) **Designated States (regional):** ARIPO patent (GH, GM, KE, LS, MW, SD, SL, SZ, TZ, UG, ZW), Eurasian patent (AM, AZ, BY, KG, KZ, MD, RU, TJ, TM), European patent (AT, BE, CH, CY, DE, DK, ES, FI, FR, GB, GR, IE, IT, LU, MC, NL, PT, SE), OAPI patent (BF, BJ, CF, CG, CI, CM, GA, GN, GW, ML, MR, NE, SN, TD, TG).

**Published:**

— *With international search report.*

*For two-letter codes and other abbreviations, refer to the "Guidance Notes on Codes and Abbreviations" appearing at the beginning of each regular issue of the PCT Gazette.*

**SYSTEM AND METHOD FOR MATCHING A CANDIDATE WITH AN EMPLOYER****Field of the Invention**

The present invention relates generally to matching a candidate and an employer based on candidate information and employer criteria, and more particularly to presenting a match via an internet connection and facilitating an 5 employment agreement between an employer and a candidate.

**Background of the Invention**

Matching employers and candidates is an ongoing process. Employers work to find candidates to fill positions for a variety of reasons, including 10 retirement of current employees, expansions of the employer's business, or employees leaving for various reasons. Candidates may be searching for employment for various reasons, including dissatisfaction with a current job, new skills, changing career or termination of a previous job.

One known method for matching a candidate with an employer comprises posting a resume, such as physically posting a resume or posting the 15 resume on the internet. Resume posting, however, may suffer from the drawback of containing limited information. A resume will contain only the information supplied by the candidate. Some information, such as the level of skill in certain areas, may not be quantifiable on a conventional resume posting. Further, a candidate may not receive feedback regarding skills and information 20 on the resume, including any deficiencies noted by employers or suggestions to improve skills.

Another method for matching candidates and employers may comprise 25 an employer listing vacant jobs, such as physically listing job opportunities with an employment agency or posting jobs to an internet website. Posting job listings, however, may suffer from the drawback that an employer has no control over candidates who apply. This may lead to candidates applying who lack the requisite skills for a job, thus causing the employer to incur increased cost in filling a particular job. Additionally an employer or human resource department must facilitate interaction with the candidate, such as setting up an

interview and exchanging contractual documents between the employer and the candidate.

These and other drawbacks exist.

#### Summary of the Invention

5 An object of the present invention is to overcome these and other drawbacks in existing systems and methods.

Another object of the invention is to provide a system and method for proactively matching a candidate and an employer.

10 Another object of the invention is to provide a system and method for creating a resume to assist a candidate in obtaining employment.

Another object of the invention is to provide a system and method for testing candidate skills and providing a candidate training based on candidate selections or results of testing.

15 Another object of the invention is to provide a system and method for facilitating an interview between an employer and a candidate by creating a schedule to arrange a real-time interview, or by preparing a taped interview.

Another object of the invention is to provide a system and method for presenting candidates to an employer based on predefined employer criteria.

20 Another object of the invention is to provide a system and method for facilitating employment negotiations between an employer and a candidate by assisting in candidate engagement and presenting employment contract documents

25 These and other objects of the invention are accomplished according to various embodiments of the invention. According to an embodiment of the invention, a candidate may provide candidate information, including personal information, employment history, educational background, employment experience, technical skills, employment preference, interview availability, and other information and may video tape an interview. A candidate may be tested on technical skills, where the results of the test are scored and recorded, and the 30 candidate is offered skill training based on the results of the test. A candidate

may further authorize background checks to be performed, and may indicate interview availability.

According to another embodiment of the invention, an employer may input employer criteria for selecting a candidate, including candidate information, including personal information, employment history, educational background, employment experience, technical skills, employment preference, and interview availability. Candidate summaries may be presented to the employer, allowing the employer to review information about a candidate. An employer may then view an interview schedule for a candidate and offer a candidate an interview. A system and method according to the present invention may facilitate an employer engaging a candidate and transmitting employment contract documents between the employer and the candidate.

10 Other objects and advantages exist for the present invention.

#### **Brief Description of the Drawings**

15 Figures 1A-1C are flowcharts for the presentation of web pages for matching a candidate and an employer according to an embodiment of the invention.

Figure 2 is schematic diagram of a system for matching a candidate and an employer according to an embodiment of the invention.

20

#### **Detailed Description of the Preferred Embodiments**

25 The present invention is described in relation to matching employers and candidates in an internet environment. Nonetheless, the parameters and characteristics described herein may be applicable to other interactions between employers and candidates and in other mediums.

Figures 1A-1C illustrate a flow chart for methods for presentation of web pages for matching a candidate and an employer according to a embodiment of the invention. Figure 1A discloses that a user, such as a candidate or an employer, may access Main Screen 100. Main Screen 100 may 30 comprise various information about the system and the sponsor of the system, which may be presented on a screen in a known manner. Banners,

advertisements and text information may be presented on Main Screen 100 to inform a user. According to an embodiment of the invention, a user may access, as applicable, Employer Screen 300 or Candidate Screen 200 from Main Screen 100. Access to Employer Screen 300 or Candidate Screen 200 may be obtained through a secured access such as a user ID and password as may be conventional in the internet field. Thus, according to an embodiment of the invention, Main Screen 100 may prompt a user to sign up as a candidate or as an employer. The user may be prompted to select a password and user identification to allow access to appropriate portions of the system. Other methods for user access may also be used.

Figure 1B illustrates a flowchart of the presentation of various screens associated with a candidate. Candidate Screen 200 may prompt a candidate to create or enter a summary, including prompting the candidate to enter certain information, summarizing various results associated with the information and providing tips to a candidate. By way of example only, tips may include prompting a candidate to use certain words, such as active verbs rather than passive verbs, indicating what skills an employer is looking for, or other tips. A candidate may access Candidate Info Screen 202 where a candidate may be prompted to provide information. Providing candidate information may result in developing a summary for a candidate, where the candidate summary may be viewed by employers to determine a candidates fitness for a particular job.

Personal Information Screen 204 may prompt a candidate to provide personal information, including name, address, social security number, date of birth and other information. Employment History Screen 206 may prompt a user to provide history about previous employment, including the dates of employment at a previous job, the name and address of previous employers the reason for leaving employment and other information related to employment history.

Educational Screen 208 may prompt a candidate to provide information about the candidates educational background including colleges and universities

attended, the dates of attendance, degrees earned, grade point average, college activities and other information related to a candidates educational background.

Employment Experience Screen 210 may prompt a candidate to provide information about various types of employment, jobs or projects the candidates has worked on. This information may include describing the types of work performed, explaining specific projects a candidate has been involved in and the outcome of those projects, and a candidates level of involvement in a project. Other employment experience information may also be provided.

Skill Screen 212 may prompt a candidate to provide information about skills of the candidate. Skill information may include computer programming or processing experience, typing skills, drafting skills, certification in various skills, such as accounting or medical procedures, or any other type of skill which may be related to or desirable for a particular type of employment.

Security Clearance Screen 214 may prompt a candidate to provide information about security clearances granted in previous jobs, including the level of security clearance, government clearances, the dates of such clearance and other security information. Other information about security clearances may also be provided by a candidate.

Employment Preference Screen 216 may prompt a candidate to enter information about employment preferences, including indicating the desired employment location, salary, size of the company, position, amount of travel, supervision of or by others, or other information about employment preferences.

Interview Availability Screen 218 may prompt a candidate to provide a schedule of availability for interviews. This schedule may include dates, times, and locations for availability for a desired interview. Other information about interview availability may also be provided.

Video Interview Screen 220 may prompt a candidate to create a taped video interview. According to an embodiment of the invention a candidate may be presented with a series various questions and may be videotaped while answering the questions. The video tape may be saved and a potential employer

may access the videotape while determining if the candidate is suitable for the employment position.

From Candidate Screen 200 a candidate may select to enter Technical Testing and Training Screen 222. Technical Testing and Training Screen 222

5 may offer one or more tests to a candidate to gauge the candidates skill level. Testing may include determining a candidates skill level in various skills such as computer programming or processing, typing, proficiency in certain professional skills such as accounting skills or medical procedures or other types of testing. Training may involve aiding a candidate in improving skills.

10 Testing Screen 224 may prompt a user to be tested in a particular skill. Testing may involve prompting a candidate to answer various questions to indicate knowledge in a particular subject. Testing further may include timing a candidate on various skills, such as words typed per minute or data processing and entry. According to an embodiment of the invention, testing may be 15 presented directly through the system of the present invention. According to another embodiment of the invention, testing may be presented through third parties, such as through other training systems. Other types of testing may also be used.

20 Recording and Ranking Results Screen 226 may store a particular candidates testing results and rank them according to various criteria. Results may be stored in a conventional manner, such as in a database or other storage manner. Rankings may be calculated in comparison to a nationwide average, to candidates who have used the system previously, to candidates within a particular geographic area such as a city or state, or other methods of ranking. 25 Rankings and results may be added to a candidate's summary. Other manners of recording and ranking may also be used.

At Presenting Training Screen 228, a candidate may be presented training options based on the results of technical testing. By way of example only, a candidate may be tested in two technical areas. Results of the testing 30 may indicate a superior ranking in a first skill and a below average ranking in a second skill. A candidate may be presented with training options directed

toward improving the second skill. According to an embodiment of the invention, training may be directly offered to a candidate through the system of the present invention. A candidate may select a particular skill and receive training directly. According to another embodiment of the invention, training 5 may be offered through third parties. A candidate may select a particular skill and be presented information about receiving the training from an appropriate third party. Other manners for presenting training may also be used.

From Candidate Screen 200, a candidate may enter Background Check Screen 230. A candidate may be prompted to provide information and 10 permission for background checks to be performed on the candidate. At Input Screen 232 a candidate may input permission to conduct various background checks. Background checks may include criminal background checks, employment background checks, credit background checks and other background checks associated with a candidate. At Forwarding Screen 234, 15 candidate permission may be forwarded to appropriate parties to perform the checks. According to an embodiment of the invention, permission may be forwarded directly to the appropriate party, such as a credit bureau or a police station. According to another embodiment of the invention permission may be forwarded to a third party, such as a private investigator, who may then contact 20 appropriate parties, such as credit bureaus or police stations, to perform the background checks. Other manners of providing a background check and permission may also be used.

From Candidate Screen 200, a candidate may access Company Information Screen 236 and may receive information about various companies. 25 Company information may include the name of a company, the number of employees, the location of offices, the type of work performed, clients of the company, and other company information of interest to a candidate. At Match Screen 238 a candidate may be presented with various companies that match a candidate criteria and may be provided links to information screens associated 30 with a particular company. Candidate criteria may be based on candidate

information, or may be separately designated by a candidate. Other manners for providing company information may also be used.

From Candidate Screen 200, a candidate may access Interview Setup Screen 240. A candidate may elect to set up an interview for a specific date, 5 time and location at Availability Screen 242. At Availability Screen 242, a candidate may indicate availability for a particular interview(s). According to an embodiment of the invention, one or more interviews may be offered to a candidate and a candidate may indicate availability for an interview. According to another embodiment of the invention, a candidate may create a schedule of 10 availability indicating what times, dates, and locations a candidate would be available for an interview. Based on this schedule, interviews may be presented to a candidate. Other manners for setting up interviews may also be used.

Figure 1C illustrates a flowchart for an employer to use a system and method according to the present invention. At Employer Screen 300, an 15 employer may designate certain employer criteria and search for candidates which meet the employer criteria.

From Employer Screen 300, an employer may access Candidate Search Screen 302. At Candidate Search Screen 302, an employer may designate various criteria for a potential candidate. Criteria may include personal 20 information, employment history, educational background, employment experience, skills, security clearance, employment preferences, interview availability and other information which may be of interest to an employer. Based on employer criteria, candidate summaries may be presented to an employer at Candidate Summary Screen 304. An employer may view 25 summaries of each candidate to determine which candidate would best fit a job opening. Summaries may include candidate information, videotaped interviews or other information.

At Interview Schedule Screen 310, an employer may be prompted to view an interview schedule for a candidate. According to an embodiment of the 30 invention an employer may offer an interview based on a candidate's interview schedule. According to another embodiment of the invention, an employer may

offer an interview directly to a candidate. At Candidate Engagement Screen 312, engagement between an employer and a candidate may be facilitated. Engagement may comprise facilitating an in-person interview, assisting in a video conference interview, assisting in an online, real-time chat interview or 5 other types of engagements. Facilitation may comprise providing the physical equipment (e.g., a place for an interview, a connection for an interview, *etc.*), or other types of facilitation.

At Contract Document Screen 314, an employer may be able to provide contract documents to a candidate and exchange these documents with a 10 candidate to facilitate an employer entering into an agreement with a candidate to become an employee. Documents may include an actual employment contract, various attachments to the employment contract and/or documents pertaining to an employer's benefits such as health, retirement, savings, stock options and the like. Other documents may also be used.

15 From Employer Screen 300, an employer may directly view Interview Schedule 310. According to an embodiment of the invention, after having reviewed various candidates, an employer may enter Employer Screen 300, and directly enter Interview Schedule 310 to set up an interview with a desired candidate.

20 From Employer Screen 300, an employer may enter Job Listing Screen 306. At Job Listing Screen 306, an employer may provide a list of current job openings. Job listings may be available to candidates to provide information about areas that an employer is interested in filling. Information about job listings may include the location of the job, the work to be performed and the 25 necessary skills a candidate should have. Other information may also be posted on a Job Listing Screen 306.

An employer may also access Corporate Profile Screen 308 from Employer Screen 300. Corporate Profile Screen 308 may provide information about an employer such as the name of the employer, the location of various 30 offices of the employer, the number of employees, the type of work that is done, clients of the employer, and other information which may be pertinent to a

candidate. According to an embodiment of the invention a corporate profile is available for viewing by a candidate. Other manners of providing corporate information may also be used.

Figure 2 is a schematic illustrating a system 400 for matching candidates and employers according to an embodiment of the invention. System 400 may comprise multiple candidate local devices 402 and multiple employer local devices 404 connected to internet through multiple internet service providers (ISP) 406. Nevertheless, for purposes of illustrating the present invention, the discussion will presume two candidates local devices 402 connected to internet 408 through an ISP 406 and two employer local devices 404 connected through another ISP 406.

According to an embodiment of the invention, local devices 402, 404 may be devices used by a candidate or an employer to access internet 408 through ISP 406. Local device 402, 404 may alternatively access internet 406 directly. Local device 402, 404 may comprise a local processing device, a display, and an input. A local processing device may be a personal computer or other device for receiving information from the internet, and processing information as necessary. According to an embodiment of the invention, a local processing device may comprise a personal computer having a modem module, a display module, a memory module, various input device modules, a processing module and other modules typically associated with a personal computer.

System 400 may further comprise a central server (CS) 410 which may communicate with local device 402, 404 through internet 408 or other communications network. CS 410 may comprise a single server computer or multiple server computers configured to appear as a single resource to local device 402, 404. CS 410 may communicate with Candidate Storage Module 412. According to an embodiment of the invention, Candidate Storage Module 412 may store candidate information, including personal information, employment history, educational background, employment experience, technical skills, employment preference, and interview availability. Candidate

information may be provided by a candidate, or may be provided by third parties. Other information may also be available.

Interview Module 414 may facilitate an interview between an employee and a candidate. According to an embodiment of the invention, Interview

5 Module 414 may facilitate an interview via e-mail, telephone, video conference, in person, videotape, real-time internet chat, or other manner of interview. Facilitation may include arranging schedules of an employer and a candidate, providing the appropriate network connections or physical facilities, or other manners of facilitating interviews between employers and candidates.

10 Employer Storage Module 416 may store employer information, including the name, address and contact (e.g., telephone number, e-mail address, fax number, name of person or department to contact, etc.). of an employer, a listing of current job openings, information about job openings, office locations, the type of work done, and clients of the employer. Other

15 information may also be stored.

Background Module 418 may facilitate performing background checks on a candidate. Background checks may include police background checks, criminal background checks, employment background checks, credit background checks, educational background checks, and other background

20 checks associated with a candidate. Background Module 418 may receive and stored permission to perform a background check granted by a candidate, and may receive and store results of background checks performed.

According to an embodiment of the invention, Background Module 418 may facilitate interacting directly with appropriate parties to perform

25 background checks. By way of example only, Background Module 418 may facilitate sending candidate permission to perform a background check to the appropriate parties (e.g., directly to a bank, police station, etc.). Facilitation may include sending permission and receiving results, such as by e-mail, fax or other manner. According to another embodiment of the invention, Background

30 Module 418 may facilitate authorizing third parties to perform background checks. By way of example, Background Module 418 may facilitate

authorizing a third party (*e.g.*, a private investigator, *etc.*) to perform a background check. Facilitating may include sending permission and receiving results via e-mail, fax, or other manner. Other functions may also be performed.

5 Match Module 420 may match a candidate and an employer based on candidate information and employer criteria. According to an embodiment of the invention, an employer may designate employer criteria for selecting a candidate. Employer criteria may include personal information, employment history, educational background, job or project experience, technical skills, 10 security clearance, employment preferences, interview availability and other information which may be of interest to an employer. Based on employer criteria, Match Module 420 may search candidate summaries and select those summaries which match employer criteria. According to an embodiment of the invention, an employer may designate certain employer criteria as having 15 greater importance and other employer criteria as having less importance. By way of example only, a employer may designate that certain candidate skills and the availability of candidate to relocate are of high importance, while the salary requirements and the experience of a candidate are of lower importance. Match Module 420 may select candidate summaries which meet these 20 designated employer criteria.

According to an embodiment of the invention, a user profile, based on user information, may be generated. A user profile may include a candidate profile, based on candidate information, or an employer profile, based on employer information. A user profile may be updated based on new 25 information received, (*e.g.*, provided by a user, provided by third parties, *etc.*) and selections made by a user. A user profile may be used, such as by Match Module 420, to determine matches between an employer and a candidate.

According to an embodiment of the invention, an employer may designate employer criteria for selecting candidate summaries to review. By 30 way of example, an employer may indicate, among other things, an interest in a candidate with experience in computer programming, and may specifically

indicate that a candidate having the ability to program in C+, C++, java, and/or Unix programming languages is desired. Using employer criteria, an employer profile may be generated. According to another embodiment of the invention, a candidate may designate candidate criteria for selecting employers of interest.

5 Candidate criteria may include salary, location, position, type of work, and other criteria. Using candidate criteria, a candidate profile may be generated.

Using employer criteria and an employer profile, Match Module 420 may present an employer with candidate summaries that meet employer profile, and this employer criteria. By way of example, Match Module 420 may present

10 an employer with candidate summaries, where the candidates all are able to program in C+, C++, java, and/or Unix programming languages. An employer may select candidates to offer an interview, or may select none of the presented candidates.

As an employer selects (or does not select) various candidates presented to the employer, Match Module 420 may store information relating to the selections (or non-selections) of candidates made by an employer. Using information about selections, an employer profile may be updated. By way of the present example, an employer may select to offer interviews to candidates who can program in java and Unix programming languages, but not offer

20 interviews to candidates who can program only in C+ or C++ programming languages. This selection information may be stored in Match Module 420 (or, as applicable, in Employer Storage Module 416 or Candidate Storage Module 412).

According to an embodiment of the invention, a user profile may be updated with selection information. By way of example only, an algorithm may determine when a user profile is altered such that the matching of an employer and candidates is altered. An algorithm may be employed which changes an employer profile when an employer makes a type of selection a certain number of times over a period of time. By way of the present example, an employer

30 may be presented, over a predetermined period of time, with summaries for ten candidates, where five candidates can program in java and five candidates can

program only in C+ but not program in java. An employer may select to offer interviews to the five candidates that can program in java, but not to offer interviews to the five candidates that can program only in C+. The employer profile may be modified to reflect these choices. Based on the modified 5 employer profile, Match Module 420 may present candidate summaries to an employer, where a candidates able to program in java are selected, but candidates able to program only in C+ are not selected. According to another embodiment of the invention, candidate profile may be updated based on a candidate's selection of employers presented to the candidate.

10 Match Module 420 may update a user profile based on a variety of information, including new information provided by a user, new information received about a user (e.g. press releases about new businesses, background checks, *etc.*), selections made by a user, and other various types of information. Candidate profiles and employer profiles may be updated based on new 15 information. Updating user profiles may permit a service to be proactive by changing with a user. Other manners of matching may also be used.

According to another embodiment of the invention, a computer usable medium having computer readable program code embodied therein for an electronic competition may be provided. For example, the computer usable 20 medium may comprise a CD ROM, a floppy disk, a hard disk, or any other computer usable medium. One or more of the modules of system 400 may comprise computer readable program code that is provided on the computer usable medium such that when the computer usable medium is installed on a computer system, those modules cause the computer system to perform the 25 functions described.

According to one embodiment, modules of the present invention may comprise computer readable code that, when installed on a computer, perform the functions described above. Also, only some of the modules may be provided in computer readable code.

30 According to one specific embodiment of the present invention, Candidate Storage Module 412 Interview Storage Module 414, Employer

Storage Module 416, Background Module 418 and Match Module 420 of system 400 may comprise components of a software system. System 400 may operate on a network and may be connected to other systems sharing a common database. Other hardware arrangements may also be provided.

5 Other embodiments, uses and advantages of the present invention will be apparent to those skilled in the art from consideration of the specification and practice of the invention disclosed herein. The specification and examples should be considered exemplary only. The intended scope of the invention is only limited by the claims appended hereto.

**Claims****What is claimed is:**

1. A system for creating a candidate summary for assisting a candidate in obtaining employment, of the system comprising
  - a module for receiving candidate information;
  - 5 a module for testing candidate skills;
  - a module for receiving permission to perform background checks on the candidate;
  - a module for training a candidate; and
  - a module for facilitating a candidate interview.
- 10 2. The system according to claim 1, further comprising a module for storing candidate information, wherein candidate information comprises at least one of:
  - a) personal information;
  - b) employment information;
  - 15 c) educational information;
  - d) work experience information
  - e) technical skills information;
  - f) security clearance information;
  - g) employment preference information;
  - 20 h) interview availability information.
3. The system according to claim 1, further comprising:
  - a module for storing results of the candidate skills testing; and
  - a module for presenting a training package based on results of the candidate skills testing.
- 25 4. The system according to claim 1, further comprising a module for performing background checks on the candidate based on the received permission.
5. The system according to claim 1, wherein the candidate training module includes training a candidate based on the results of testing candidate skills.

6. The system according to claim 1 wherein a candidate interview comprises at least one of:

- a) an e-mail interview;
- b) a telephone interview;
- 5 c) a video conference interview;
- d) a videotape interview; and
- e) a real-time internet chat interview.

7. The system according to claim 1, further comprising a module to prompt a candidate to provide specific information.

10 8. The system according to claim 1, further comprising:

- a) a module to analyze the resume of the candidate; and
- b) a module for suggesting modifications to the resume based on the analysis.

9. The system according to claim 1, further comprising a module for matching a candidate with at least one employer based on a candidate profile, where the candidate profile is based on candidate information.

15 10. The system according to claim 9, wherein the interview facilitation module comprises facilitating an interview for the at least one employer selected by the candidate; and

20 wherein the candidate profile is updated based on selections by the candidate.

11. A system for identifying candidates for an employer based on a summary of the candidate, the system comprising:

25 a module for receiving employer criteria for a candidate ;

a module for presenting at least one candidate to an employer using an employer profile, where the employer profile is based on employer criteria;

a module for facilitating a candidate interview;

a module for facilitating a candidate engagement with the employer; and

30 a module for facilitating the exchange of employment contract documents between the employer and the candidate.

12. The system according to claim 11, further comprising a module for storing employer criteria, wherein employer criteria comprises at least one of:

- a) personal criteria;
- b) employment criteria;
- 5 c) educational criteria;
- d) work experience criteria;
- e) technical skills criteria;
- f) security clearance criteria;
- 10 g) employment preference criteria; and
- h) interview availability criteria.

13. The system according to claim 11, wherein the module for presenting the at least one candidate includes forwarding the candidate summary via the internet.

14. The system according to claim 11, wherein a candidate interview

15 comprises at least one of:

- a) an e-mail interview;
- b) a telephone interview;
- c) a video conference interview;
- d) a videotape interview; and
- 20 e) a real-time internet chat interview.

15. The system according to claim 11, wherein exchanging employment contract documents comprises sending the documents electronically.

16. The system according to claim 11, wherein the interview facilitation module includes facilitating an interview for the at least one candidate selected

25 by the employer; and

wherein the employer profile is updated based on selections by the employer.

17. The system according to claim 11, further comprising:

a module for receiving employer information; and

30 a module for storing employer information.

18. The system according to claim 17, wherein the employer profile is updated based on received employer information.

19. A method for creating a candidate summary for assisting a candidate in obtaining employment, of the method comprising

5           receiving candidate information;  
          testing candidate skills;  
          receiving permission to perform background checks on the candidate;  
          training a candidate; and  
          facilitating a candidate interview.

10   20. The method according to claim 19, further comprising storing candidate information, wherein candidate information comprises at least one of:

15           a) personal information;  
          b) employment information;  
          c) educational information;  
          d) work experience information  
          e) technical skills information;  
          f) security clearance information;  
          g) employment preference information;  
          h) interview availability information.

20   21. The method according to claim 19, further comprising:  
          storing results of the candidate skills testing; and  
          presenting a training package based on results of the candidate skills testing.

25   22. The method according to claim 19, further comprising performing background checks on the candidate based on the received permission.

23. The method according to claim 19, wherein the candidate training includes training a candidate based on the results of testing candidate skills.

24. The method according to claim 19, wherein a candidate interview comprises at least one of:

30           a) an e-mail interview;  
          b) a telephone interview;

- c) a video conference interview;
- d) a videotape interview; and
- e) a real-time internet chat interview.

25. The method according to claim 19, further comprising prompting a candidate to provide specific information.

5 26. The method according to claim 19, further comprising:

- a) analyzing the resume of the candidate; and
- b) suggesting modifications to the resume based on the analysis.

10 27. The method according to claim 19, further comprising matching a candidate with at least one employer based on a candidate profile, where the candidate profile is based on candidate information.

28. The method according to claim 27, wherein the interview facilitation comprises facilitating an interview for the at least one employer selected by the candidate; and

15 wherein the candidate profile is updated based on selections by the candidate.

29. A method for identifying candidates for an employer based on a candidate summary, the method comprising:

receiving employer criteria for a candidate ;

20 presenting at least one candidate to an employer using an employer profile, where the employer profile is based on employer criteria;

facilitating a candidate interview;

facilitating a candidate engagement with the employer; and

25 facilitating the exchange of employment contract documents between the employer and the candidate.

30. The method according to claim 29, further comprising storing employer criteria, wherein employer criteria comprises at least one of:

- a) personal criteria;
- b) employment criteria;
- c) educational criteria;
- d) work experience criteria;

- e) technical skills criteria;
- f) security clearance criteria;
- g) employment preference criteria; and
- h) interview availability criteria.

5        31.      The method according to claim 29, wherein presenting the at least one candidate includes forwarding the candidate summary via the internet.

32.      The method according to claim 29, wherein a candidate interview comprises at least one of:

- a) an e-mail interview;
- b) a telephone interview;
- c) a video conference interview;
- d) a videotape interview; and
- e) a real-time internet chat interview.

10        33.      The method according to claim 29, wherein exchanging employment contract documents comprises sending the documents electronically.

15        34.      The method according to claim 29, wherein the interview facilitation includes facilitating an interview for the at least one candidate selected by the employer; and

wherein the employer profile is updated based on selections by the

20        employer.

35.      The method according to claim 29, further comprising:

receiving employer information; and

storing employer information.

25        36.      The method according to claim 35, wherein the employer profile is updated based on received employer information.

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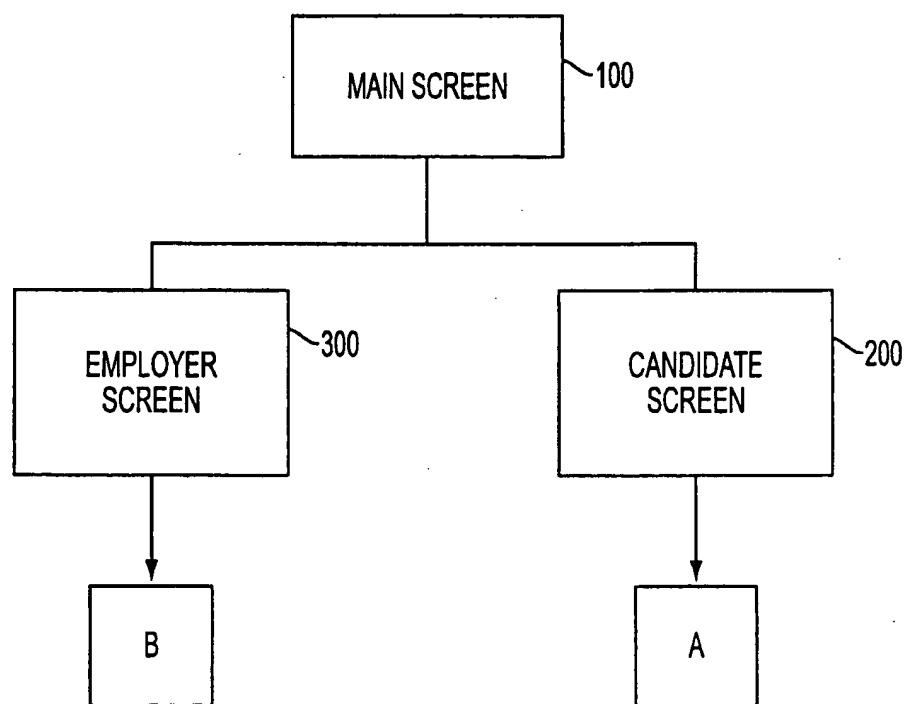


FIG. 1A

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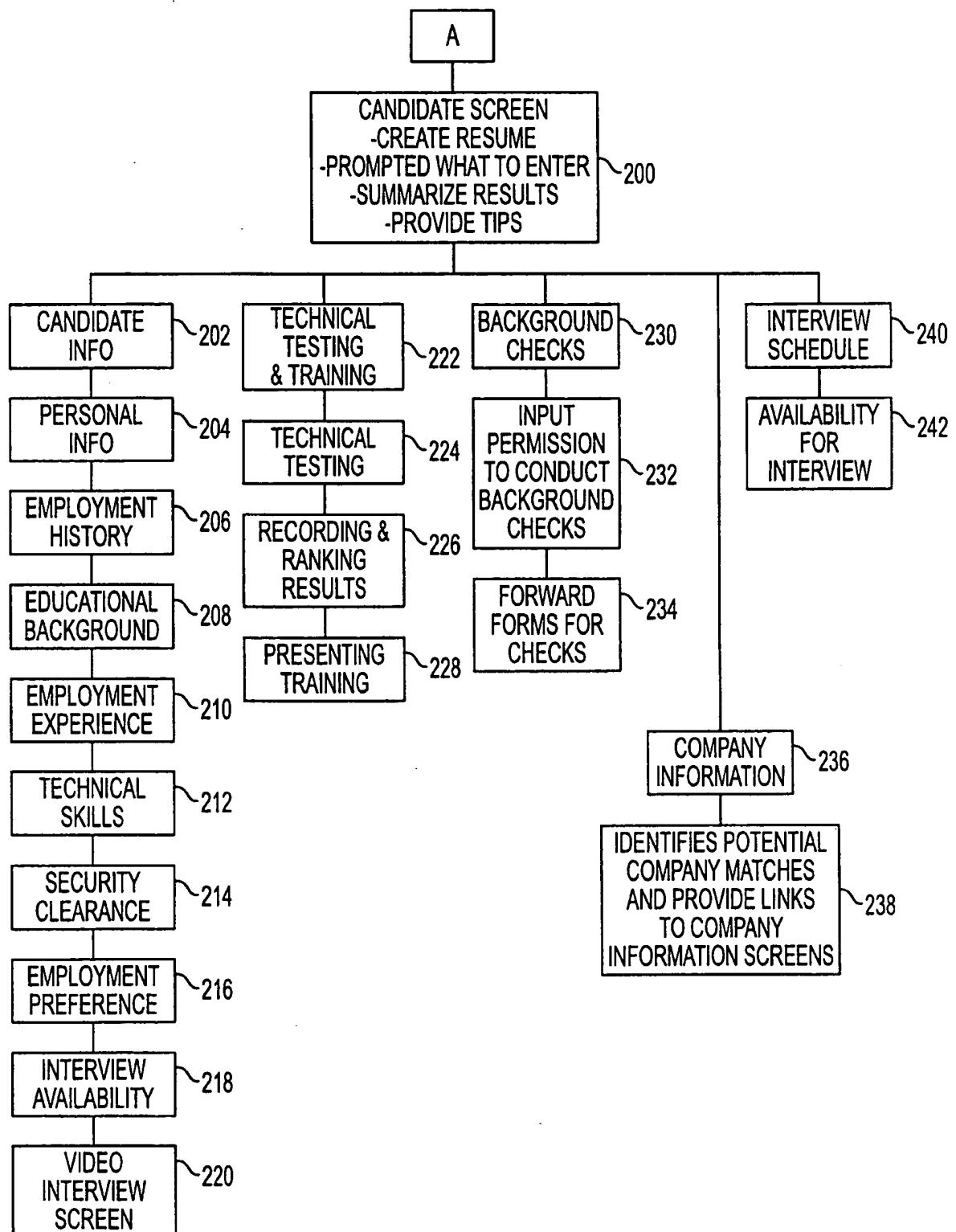


FIG. 1B

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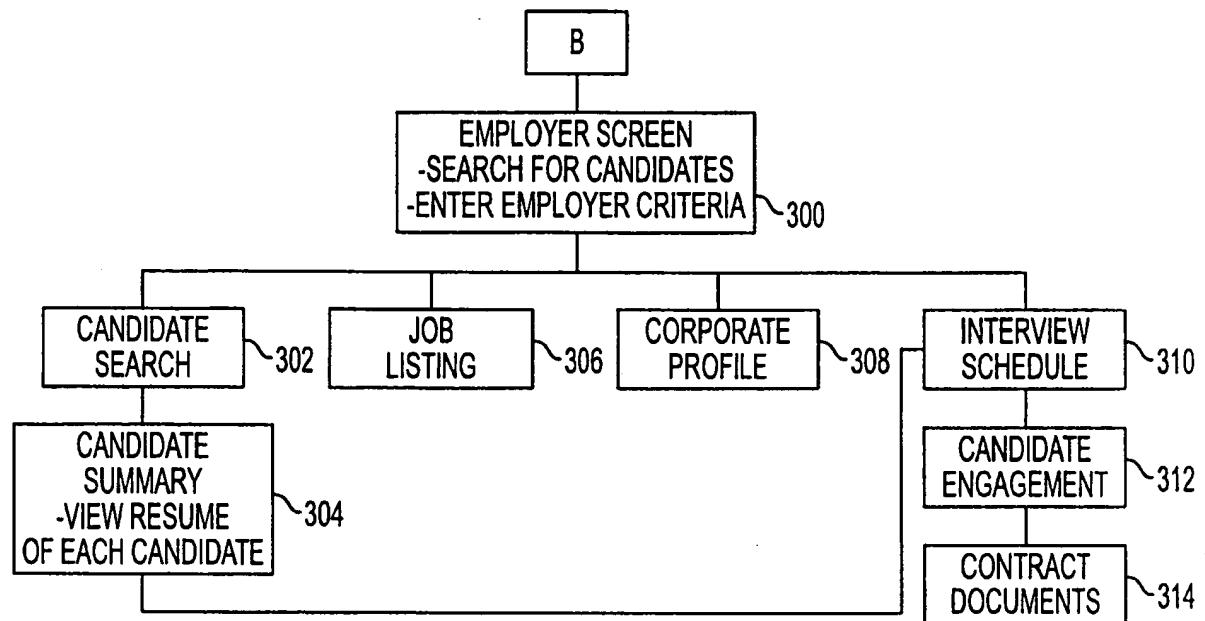


FIG. 1C

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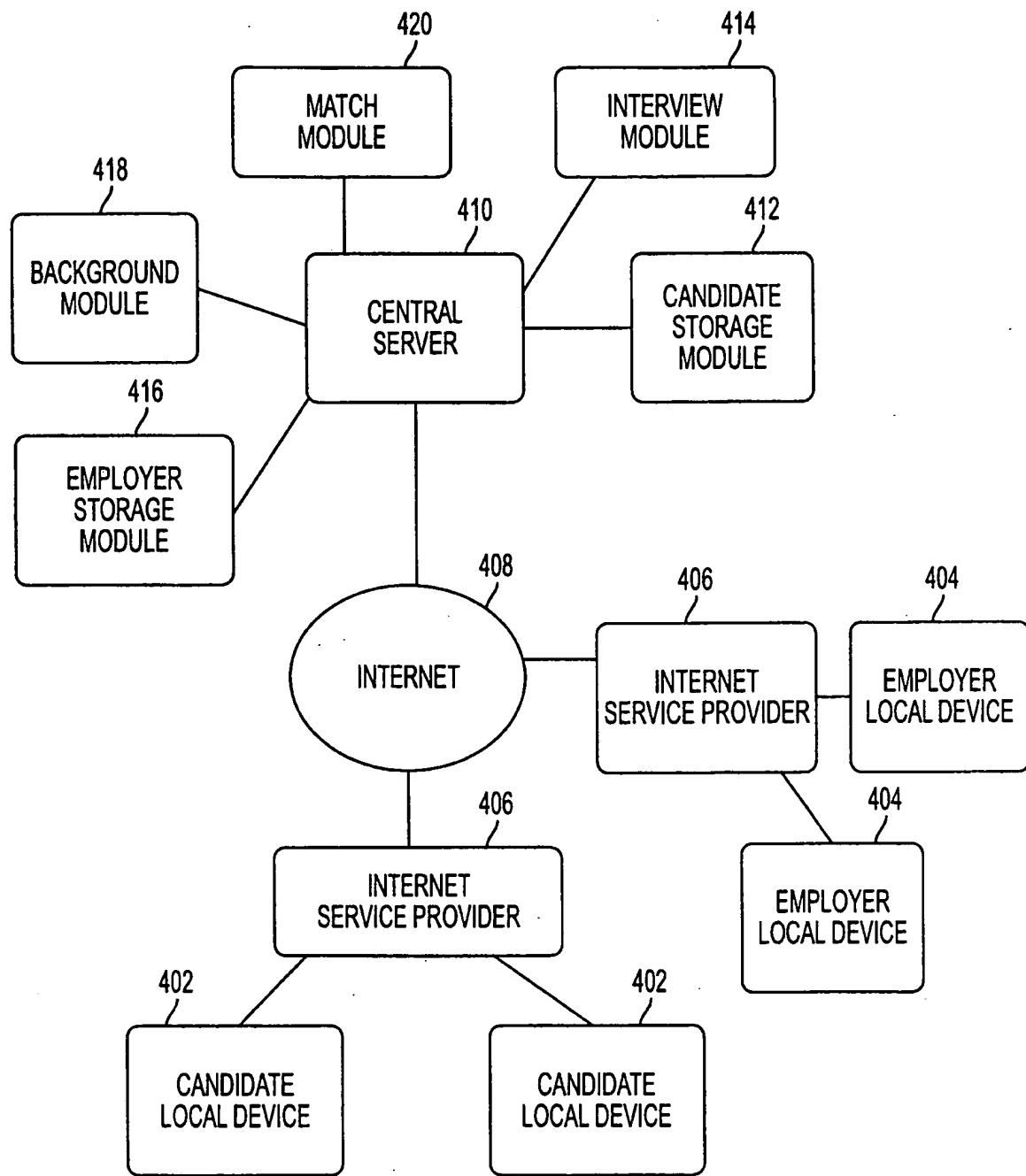


FIG. 2

## INTERNATIONAL SEARCH REPORT

International application No.  
PCT/US99/29221

## A. CLASSIFICATION OF SUBJECT MATTER

IPC(7) :G06F 17/30, 17/60  
US CL :705/1, 10, 11, 26, 27, 37; 707/102, 104; 395/180

According to International Patent Classification (IPC) or to both national classification and IPC

## B. FIELDS SEARCHED

Minimum documentation searched (classification system followed by classification symbols)

U.S. : 705/1, 10, 11, 26, 27, 37; 707/102, 104; 395/180

Documentation searched other than minimum documentation to the extent that such documents are included in the fields searched

Electronic data base consulted during the international search (name of data base and, where practicable, search terms used)

STN

search terms: employment, job, career, recruiting, resume, interview, test skills, training.

## C. DOCUMENTS CONSIDERED TO BE RELEVANT

Category*	Citation of document, with indication, where appropriate, of the relevant passages	Relevant to claim No.
X	US 5,884,270 A (WALKER et al) 16 March 1999, columns 6-9.	11-18, 29-36
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Y		1-10, 19-28
Y	US 5,758,324 A (HARTMAN et al) 26 May 1998, col. 10, lines 35-37.	8, 26
Y	QWIZ, INC., Web pages <a href="http://www.qwiz.com">http://www.qwiz.com</a> , 17 August 1999.	1-7, 9-10, 19-25, 27-28

Further documents are listed in the continuation of Box C.

See patent family annex.

•	Special categories of cited documents:	"T"	later document published after the international filing date or priority date and not in conflict with the application but cited to understand the principle or theory underlying the invention
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"B"	earlier document published on or after the international filing date	"X"	document of particular relevance; the claimed invention cannot be considered novel or cannot be considered to involve an inventive step when the document is taken alone
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"O"	document referring to an oral disclosure, use, exhibition or other means	"A"	document member of the same patent family
"P"	document published prior to the international filing date but later than the priority date claimed		

Date of the actual completion of the international search

24 APRIL 2000

Date of mailing of the international search report

30 MAY 2000

Name and mailing address of the ISA/US  
Commissioner of Patents and Trademarks  
Box PCT  
Washington, D.C. 20231

Facsimile No. (703) 305-3230

Authorized officer

JAMES P. TRAMMELL

Telephone No. (703) 305-9768

Joni Hill